



2019 SHRM NM CONFERENCE

BIOS OF OUR CONFERENCE SPEAKERS

April 1, 2019

**Preparing New Mexico's Workforce for 2020 and Beyond:
What Business Leaders Must Know to Meet the Challenge!**

&

April 2, 2019

**2019 Legislative Conference:
Updates, Reminders, & What's on the Horizon**

Crowne Plaza | 1901 University Boulevard NE | Albuquerque, NM

April 1, 2019

Preparing New Mexico's Workforce for 2020 and Beyond: What Business Leaders Must Know to Meet the Challenge!



Johnny C. Taylor, Jr., SHRM-SCP – President & CEO | Society for Human Resource Management (SHRM)

Johnny C. Taylor, Jr., SHRM-SCP, is President and Chief Executive Officer of the Society for Human Resource Management (SHRM), the world's largest HR professional society. Under his leadership, the Society has grown to a record 300,000 members in over 165 countries who impact the lives of 115 million workers every day.

As a global leader on human capital, culture and leadership, Mr. Taylor is a sought-after voice by C-suite executives as well as state and federal elected policy makers on all matters affecting work, workers and the workplace. He is frequently invited to testify before Congress on critical workforce issues—from sexual harassment to paid leave—and authors a weekly column, "Ask HR," in USA Today, the country's largest newspaper.

Mr. Taylor's knowledge and perspectives are shaped by his 20+ year career as a lawyer, human resources executive and CEO in both the not-for-profit and for-profit space. His decades of industry leadership include senior and chief executive roles at IAC/Interactive Corp, Viacom's Paramount Pictures and Blockbuster Entertainment Group, McGuireWoods LLC and Compass Group USA. Most recently, Mr. Taylor served as President and Chief Executive Officer of the Thurgood Marshall College Fund, which advocates and represents publicly supported Historically Black Colleges and Universities (HBCUs).

Mr. Taylor serves on the corporate board of Gallup, the world's leading public opinion and consulting firm. He also actively volunteers for education, employment and other social causes by serving on the boards of the University of Miami, Jobs for America's Graduates and the American Red Cross and as an adviser to Safe Streets & Second Chances, an initiative to reduce the high rate of recidivism among the formerly incarcerated. In 2018, he was appointed Chair of the President's Advisory Board on Historically Black Colleges and Universities by President Donald J. Trump. Mr. Taylor holds both a Doctor of Jurisprudence and a Master of Arts with honors from Drake University. He obtained a Bachelor of Science with honors from the University of Miami. He is licensed to practice law in Florida, Illinois and Washington, D.C.



Howie Morales – Lieutenant Governor | State of New Mexico

Lieutenant Governor Howie Morales, raised in Silver City, New Mexico, has spent his whole life working to improve the lives of people in his community and across our state. He served in the New Mexico Legislature on the Legislative Finance Committee for 11 years. A classroom teacher and proven leader who stands up for seniors and public education, he said "No more cuts to New Mexico's classrooms." Howie Morales has fought to protect our most vulnerable communities and local schools, to build a fair economy that works for all of us, and to move New Mexico forward.

Howie learned the value of a dollar at a young age. His father was a Vietnam Veteran who worked in the copper mine while his mother worked multiple hourly-wage jobs. He went to work as a teenager to help provide for the family and later worked as a shoe salesman and maintenance worker to put himself through Western New Mexico University. The first in his family to go to college, Howie went on to earn a PhD in education from NMSU.

Howie went home to teach students in special education in Silver City and Cobre School Districts, and became active in the community. He coached local high school baseball teams to state championships, and he is the longest serving volunteer of Big Brothers/Big Sisters of New Mexico, while raising two children ages 6 and 9. Howie earned the trust of his neighbors and was elected Grant County Clerk, where he modernized voting systems to make sure every vote counted.

Since 2008, Howie has been an aggressive leader for children and classrooms in the State Senate, fighting for his district, and to make every corner of New Mexico a better place to live. He has pushed progressive policies such as universal health care. He fought for rural and tribal economic development, and he fought to protect veterans' and senior services across the state, and mental health programs. An experienced leader with solutions, Howie Morales has a solid record helping to lead the effort to meet our state's big challenges for better jobs and wages, and real improvements to public education.



Alicia J. Keyes – Cabinet Secretary | New Mexico Department of Economic Development

Prior to joining Governor Michelle Lujan Grisham’s cabinet, Alicia J. Keyes was the Director of the Albuquerque Film, Television and Media Office under Mayor Tim Keller. During her time with Keller’s administration, Keyes was instrumental in initiating and closing the recent deal with Netflix in which the company purchased ABQ Studios and committed to spend \$1 Billion in production.

Before her time with the City of Albuquerque, Keyes was the Executive Director of Worldwide Acquisitions and Co-production for the Walt Disney Company. She was responsible for the acquisition of theatrical motion pictures for distribution including domestic and international rights. Keyes began in the entertainment business working for Joel Fields and Len Hill developing television movies.

Keyes grew up in Albuquerque, New Mexico. She graduated from the Albuquerque Academy in 1993 and then received her bachelor’s degree at Claremont McKenna College in Politics, Philosophy and Economics. She adopted twin boys, Charles and Alexander Touche, who followed in their mother’s footsteps and graduated from the Academy in 2017. They now attend Cornell and Penn.



Dr. Sam Minner – President | New Mexico Highlands University (NMHU)

New Mexico Highlands President Sam Minner strongly believes in the transformative impact a university can have on both its students and the surrounding community. As the university’s 18th president, Dr. Minner has positioned NMHU to confidently meet tomorrow’s educational landscape.

Motivated by his personal experience as a first-generation student—his mother was a homemaker, and his father worked as a miner, and a steelworker—Dr. Minner has introduced several initiatives during his three-year tenure as president that have enhanced the quality of Highlands University’s academic and cultural standing, including the launch of the university’s first terminal degree program in more than 50 years and a campus life initiative that brings nationally recognized performers representing diverse genres to the university.

Believing a strong, vibrant community is essential for a successful university, Dr. Minner serves on two local boards, MainStreet de Las Vegas and the Las Vegas Community Foundation, and has established partnerships with other institutions, nonprofits, government agencies and private businesses to better and more broadly serve the people of New Mexico.

Dr. Minner attended Southern Illinois University at Edwardsville, where he earned undergraduate and graduate degrees. He later graduated from the University of Arizona—Tucson where he earned a Ph.D. in cognitive disabilities. Dr. Minner worked as a faculty member at the University of Arizona and later at Murray State University in Murray, Kentucky. Missing the Southwest, Dr. Minner returned and took a position at Northern Arizona University where he began his administrative career serving as coordinator of grants in the Center for Excellence in Education (CEE); interim associate executive director of the CEE; Department Chair; and other administrative postings.

Dr. Minner and his wife Joan live in Las Vegas, New Mexico. Joan is a former special education teacher, K-12 administrator, and professor. She is a fierce fiber artist devoting much of her time to knitting, quilting, felting, and other fiber projects. Sam and Joan are parents to one daughter, Brook, who is married and resides in Maine. Brook is the Director of Main Street Bucksport, a nonprofit agency focusing on economic development in the coastal town of Bucksport, Maine. Brook is a graduate of Agnes Scott College, a private women’s liberal arts college near Atlanta, GA. Brook and her husband have one child, Mabel, age 9 and all that that implies. Sam and Joan also have a son, Sam Wolfe Minner, an attorney practicing in Santa Fe.

When Dr. Minner is not working, he enjoys any outdoor activity, particularly fly fishing. He also enjoys reading, film, Americana music and spending time with his family and friends.



Vince Kadlubek – CEO | Meow Wolf

Vince Kadlubek is a Co-founder and the CEO of Meow Wolf, an art collective that has transformed into a remarkable, award winning Arts Production Company. After leading Meow Wolf to win the inaugural startup competition from Creative Startups, Kadlubek created the business plan for Meow Wolf’s House of Eternal Return and led the team towards its completion. Since opening, Kadlubek has continued being the force of vision for the company, thinking about radical ways to subvert current business paradigms while building integral systems that have been tried and true. Vince is most interested in co-creating alternative realities and bringing unique, indescribable, transformative immersive art experiences to the world.

Tom Garrity - President & CEO | The Garrity Group Public Relations



Leading the Garrity PR team, Tom is the company's Founder, President and CEO. He is a valued member of the industry and community, bringing more than three decades of knowledge in media relations, communications strategy and crisis communications. Tom's steadfast but resourceful approach has guided some of New Mexico's most recognized business leaders and organizations during times of tragedy and triumph. Tom's extensive experience supporting some of the state's largest tourist attractions and events provide great value to clients wanting to increase awareness and build lasting impressions. Tom's commitment to staying conversant on industry trends and community affairs has earned him over 15-years of successful longevity leading this award-winning firm.

Mark Lautman - Founder Community Economics Lab | Principal, Lautman Economic Architecture



Mark Lautman started his economic development career in Grants New Mexico in 1983 after the collapse of uranium mining industry. He went on to lead three other job creation programs: in Rio Rancho, Santa Teresa, and Mesa Del Sol. He also served ten years as Chair of the New Mexico Economic Development Commission during the Johnson and Richardson administrations.

In 2007 he helped establish the Community Economics Lab, (CELab) a not-for-profit think tank focused on developing new approaches to economic and workforce development. Mark is currently the Chairman of the Board. The first project launched from the CELab was InvestUS, the state's first fully staffed EB-5 Regional Center. The company brings foreign direct investment to finance New Mexico economic development projects. Other projects launched by the CELab include the development of a new program model for creating new called Solowork, development of a more comprehensive and rigorous planning process for economic development, which led to formation of the NM Legislative Jobs Council in 2013, and a collaboration with Physics Science Research Associates to develop a physics-based curriculum for transforming a community's workforce.

In 2011 he wrote a book titled "When the Boomers Bail", about how a growing shortage of talent is changing the economic development game.

Mark is a 1971 graduate of The University of New Mexico in Economics, Architecture and Geography, and a former Peace Corps Volunteer. He lives in Albuquerque, NM with his wife Mary Anne. They have three grown children, one Aggie and two Lobos, and five grandchildren, all of whom live in Albuquerque. His recreational interests include open-water swimming and mountaineering.

Jamai Blivin – Founder & CEO | Innovate+Educate



Jamai Blivin is the is Founder and CEO of Innovate+Educate, a nonprofit she started in 2008 with a vision for an organization that could pilot strategies in New Mexico that could impact those living in poverty and/or not able to complete college due to financial and life constraints. Within three years, the organization had received national recognition for their strategies in skills-based hiring and began their work nationally. Since then, I+E has been a national leader in workforce strategies to assure employment pathways for all (a filter in approach).

Jamai enjoyed a 15-year career in the investment field, managing over \$125 Million in assets at the height of her career. She retired in 2001 to pursue her passion for education and the underserved youth, teaching middle school in Little Rock, AR and Durham, NC from 2001 to 2006. In 2006, she joined the North Carolina Technology Association, overseeing a congressional project in Robeson County, NC. She later led the work at the NCTA Education Foundation and started the Knowledge Workforce Committee in 2007 to address the IT shortage pipeline of member companies.

Jamai moved to her home, Santa Fe, New Mexico in 2008, to work with New Mexico State University (NMSU) in launching the State's P-20 online learning network. Knowing her passion was industry-driven, she approached Intel and Lockheed Martin to launch Innovate+Educate in December 2008. Since then, Jamai has been dedicated to her passion to expand opportunity by creating new employment pathways to employment based on skills and competencies."

Jamai is a frequent speaker on the topic of skills-based hiring. Jamai serves on multiple national boards including The Future at Work Coalition, the Urban Research Park CDE, and the K12 Career Readiness Initiative. She also is very involved in her work in NM, sitting on the City of Albuquerque Learning Council, City of Santa Fe Children's' Cabinet, the Development Committee for the NM School for the Arts, and the ACT State Leadership Board (NM).

She and her husband, Dave, have seven children ages 14-30, all on their own education to employment journey. When not focusing on her work, she is found in the garden, doing yoga, or reading.



Dr. Denise Montoya, SHRM-SCP, SPHR - Director of Human Resources and Payroll | NMHU

Dr. Denise Montoya serves as the Director of Human Resources and Payroll and adjunct faculty for New Mexico Highlands University (NMHU). She was accepted to participate in the 2018-2019 HU President Leadership Development Program Fellowship. She is the President of P.S. People Strategy providing strategic planning, design and implementation of learning cultures, and human resources consulting services to a wide range of organizations. She is an accomplished faculty member and national speaker, instructing courses at NMHU, UNM Continuing Education, CNM, and ITT Technical Institute.

Dr. Montoya is a skilled leader in developing and implementing integrated strategic plans, cultivating the human performance programs necessary to achieve sustainable, scalable, successful results. She possesses almost three decades of human resource management and operational experience, focused on creating and sustaining an effective values-based culture, organizational planning and design, recruitment and selection, compensation and benefits, employee development and training, peak productivity, quality initiatives, labor relations and collective bargaining, health and wellness programs, information systems, and policies and procedures.

Dr. Montoya served as the Society for Human Resources Management (SHRM) Membership Advisory Council Representative for the Southwest Central Region and is the immediate past Director for the SHRM New Mexico Council (SHRM NM). She served in various roles on the boards for both SHRM NM and the Human Resources Management Association (HRMA) of New Mexico. She served as a judge for Quality New Mexico.

Dr. Montoya was recognized by Albuquerque Business First as a Women of Influence Honoree in 2015 and was awarded the HR Volunteer of the Year by the HRMA of New Mexico presented by SHRM NM in 2011.

Dr. Montoya achieved her Ph.D. in Organization, Information, and Learning Sciences at the University of New Mexico. She is a published co-author for topics including a Model of Shared Leadership as well as Building Trust in Virtual Teams. She holds two globally recognized certifications, the SHRM-Senior Certified Professional (SHRM-SCP), and the Senior Professional of Human Resources (SPHR) and previously has held a Professional of Human Resources (PHR).

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Emily M. Dickens - Corporate Secretary & Chief of Staff | SHRM

Emily M. Dickens, J.D., serves as SHRM's Corporate Secretary and Chief of Staff. She is the executive responsible for coordinating staff to implement the CEO's vision, serving as corporate secretary for the SHRM Board and subsidiary boards, as well as managing external partnerships and providing oversight for the Government Affairs division.

Dickens is an attorney with significant and progressive experience in government, higher education and the non-profit sector. She has served as a member of the leadership team at the University of North Carolina system, the Association of Governing Boards of Colleges and Universities and the Thurgood Marshall College Fund. Her prior roles include general counsel, chief relationship officer, senior vice president, vice president for public policy and assistant vice president for federal relations. Dickens has also worked at Duke University and Fayetteville State University in administrative and external affairs roles.

Emily is actively engaged in board service. She formerly served on the Fayetteville/Cumberland (NC) Chamber of Commerce (Secretary of the Board), the Cumberland County Workforce Development Board, the North Carolina Partnership for Defense Innovation Board, and the Educational Advancement Foundation. She is currently a member of the Advisory Council of the Congressional Hispanic Caucus Institute (CHCI), the Advisory Board of the College of Arts and Sciences at North Carolina Central University, and chairs the International HBCU Task Force for Alpha Kappa Alpha Sorority, Incorporated.

She is a graduate of North Carolina Central University and North Carolina Central University School of Law.



Quentin Smith – Director | Sheehan & Sheehan

Quentin F. Smith is an attorney in the law firm of Sheehan & Sheehan, P.A., where he focuses his practice in employment and labor law and civil rights litigation. He has successfully defended small and large employers against many types of claims, including discrimination, harassment, and wrongful discharge. Mr. Smith is certified by the New Mexico Board of Legal Specialization as a specialist in Employment and Labor Law and also holds an AV® Preeminent Rating from Martindale-Hubbell. He is a graduate of Leadership New Mexico CONNECT program, a former recipient of the Albuquerque Business First 40 Under Forty Award, and has been selected as a Super Lawyers® Rising Star in Employment Litigation for each of the last seven years.



Joseph Clees, Esq. – Founding Shareholder | Ogletree Deakins

Joe Clees is a founding shareholder of the Phoenix office of Ogletree Deakins and has served in a variety of firm leadership roles, including its Board of Directors. Mr. Clees represents employers throughout the United States in employment litigation and labor relations. He also counsels clients on a wide array of state, federal and tribal compliance laws. Joe has been singled out by Chambers USA America's Leading Lawyers as one of the top labor and employment lawyers in the country for many years and as a Chambers USA Top Leader in his Field. He has been applauded for his "integrity and common sense" as well as his "pragmatic style." Joe was honored as one of the "100 Most Powerful Employment Lawyers in America" by HR Executive magazine each year from 2009 to 2018. He was named an "Eminent Practitioner" by Chambers from 2014 to 2018 and he is ranked in the "Number

1" tier among Arizona employment lawyers by Chambers, and has been selected as one of Arizona's Finest Lawyers. In addition, Joe has been named a "Top 100" Lawyer by Arizona Business Magazine from 2015 to 2018.

In 2014, Joe was named a Fellow in The College of Labor and Employment Lawyers. He also has been recognized for several years as one of the Best Lawyers in America and honored as one of the Best Lawyers in the United States. Joe has been singled out as one of the "The Legal 500" nationally and the Arizona Business Magazine has recognized him as an "Arizona Business Leader" and one of the "Top Attorneys of Arizona." He also has been designated as a "Best of the Bar" by the Phoenix Business Journal and has been rated as a "Southwest Super Lawyer" for many years. He has been recognized as one of the "Top 50 Southwest Super Lawyers" from 2010 to 2015.

In 2016, Joe was honored as the "Phoenix Lawyer of the Year" for Labor Law-Management by Best Lawyers and in 2013 was "Phoenix Lawyer of the Year" for Employment Law-Management. He has served as the Chair of the Executive Committee of the State Bar of Arizona's Employment and Labor Law Section, a member of the Board of Directors of the Arizona Affirmative Action Association and Board of Directors of the Metro Phoenix Human Resources Association (SHRM). He is employment law counsel to many industry and trade groups and he regularly speaks on labor and employment law topics, both regionally and nationally.



Olsi Vrapı – Managing Partner | Noble & Vrapı

Olsi Vrapı is the managing partner at Noble & Vrapı P.A. He was born and raised in Albania and first came to the United States as a student in 1999. He is an immigrant himself and has undergone the immigration process himself, so he understands what our clients are going through from personal experience.

Mr. Vrapı graduated Magna Cum Laude from the University of New Mexico with a degree in Political Science and Spanish in 2003. He graduated Cum Laude from the University of New Mexico School of Law in 2006. Mr. Vrapı first started working in the field of immigration law in 2003. He has been a licensed attorney since April 2007.

Mr. Vrapı is a member of AILA (American Immigration Lawyers Association) and is heavily involved in AILA's activities to promote the interests of immigrants in the United States. He is a national speaker and has presented at several conferences held by AILA including its annual conference, which is the biggest immigration law event in the United States. Mr. Vrapı has served in various capacities at AILA such as a member of the Amicus Committee, Publications Board, EOIR National Liaison Committee, and various conference planning committees including being the Chair of the Annual Conference. Mr. Vrapı was awarded the 2010 Jack Wasserman Memorial Award for Excellence in Litigation in the Field of Immigration Law as part of the Amicus Committee and the 2012 Joseph Minsky Young Lawyer Award for outstanding contributions made as a young lawyer in the field of immigration and nationality law.

Mr. Vrapı is an Adjunct Professor of Law at the University of New Mexico School of Law teaching courses in advanced immigration practice and Crimmigration. He has authored various articles and has been an editor of the Consular Processing Guide, an AILA Publication. Mr. Vrapı is fluent in Spanish, Albanian, Italian and has good knowledge of French. He is married to Krista Vrapı and they have four children. In his spare time, he is an avid photographer.



Jazmín Coronel - Corinne Wolfe Fellow for Transformative Advocacy | NMILC

Jazmín Coronel works for the New Mexico Immigrant Law Center (NMILC) where she is a Corinne Wolfe Fellow for Transformative Advocacy, sponsored by the University of New Mexico School of Law. She was born in Sinaloa, Mexico and grew up in Phoenix, Arizona. Jazmín received her Bachelor of Business Administration with a concentration in finance and honors interdisciplinary studies from the UNM Anderson School of Management. Thanks to the Obama era Deferred Action for Childhood Arrivals Program, she graduated from the UNM School of Law in May 2017 and was admitted to the NM State Bar in December 2017. Jazmín's fellowship project focuses on economic development for immigrant families and children across New Mexico through policy advocacy, community education, and direct legal advocacy projects.



Eduardo García - Equal Justice Attorney Fellow | NMILC

Eduardo García is an Equal Justice Attorney Fellow at the New Mexico Immigrant Law Center. He is a native of the El Paso, Texas-Juárez, México borderland. He received his B.A. in history in 2007 and M.A. in history in 2010, both from the University of Texas at El Paso. Eduardo graduated from the University of New Mexico School of Law in 2018. Before becoming an attorney, he was involved in community activism and organizing, and taught courses in U.S. and world history, and Chicano Studies as adjunct faculty at the El Paso Community College, the University of Texas at El Paso, and the Central New Mexico Community College. During law school, Eduardo was a judicial clerk at the Pueblo of Isleta Appellate Court and the recipient of the Peggy Browning Labor Law Fellowship hosted by the New Mexico Center on Law and Poverty working in the Labor and Workers' Rights Division. Currently, he serves as the director and faculty for the Marshall-Brennan Constitutional Literacy Project at the UNM School of Law.



Winter Torres – Deputy City Attorney | City of Albuquerque

Winter L. Torres is the Deputy City Attorney for Policy in the Albuquerque City Attorney's Office. She originally hails from Silver City, New Mexico and obtained her undergraduate degree in Political Science from the University of New Mexico with triple honors. Winter spent time in Washington, D.C. on Capitol Hill with House leadership, then-Congresswoman Hilda L. Solis, and, during law school, with the AFL-CIO Office of the General Counsel. She also spent time in Las Cruces, New Mexico working on the first Richardson gubernatorial campaign and, after attending Cornell Law School, clerking for U.S. District Judge Robert C. Brack.

She recently joined the City of Albuquerque after practicing in Denver, Colorado for ten years. There, she amassed a broad array of experience working with nonprofits, large and small law firms, a federal labor union, and on both the plaintiff and defense sides of employment and civil rights law, which, along with immigration, equity, and education, were her primary fields of focus.

In her current position, Winter oversees and is involved with many of the same issues, in addition to alternative dispute resolution, sensitive or impactful litigation, ethics, the 2020 Census, ordinance enforcement, and, most importantly, advancing City law and policy that allows Albuquerque to rebuild, address poverty and related problems, and become the OneAlbuquerque it can be.



Loretta Medina – Supervisory Trial Attorney | Albuquerque EEOC Field Office

Loretta Medina is currently a Supervisory Trial Attorney for the U.S. Equal Employment Opportunity Commission (EEOC) in the Albuquerque Area Office and Denver Field Office Legal Units. Ms. Medina was a Senior Trial Attorney in the EEOC's Albuquerque Area Office from August 1997 to October, 2016. Previously, from 1988 to 1993, Ms. Medina was a Trial Attorney in the Phoenix District Office of the EEOC. During her tenure with the Commission, Ms. Medina has litigated a variety of individual and class cases in the District Courts of Arizona, Colorado, New Mexico, Massachusetts, Utah, and South Dakota. Ms. Medina received her Juris Doctor from the University Of New Mexico School of Law in 1987 and her undergraduate degree in political science and Spanish from Regis College in Denver, Colorado in 1984.



Kevin Gick – Associate Council | University of New Mexico (UNM)

Kevin Gick is Associate University Counsel for the University of New Mexico. His practice focuses primarily on public sector labor and employment law, including employment-based immigration law. In his role at UNM, Mr. Gick advises the university on various employment and labor law issues, and represents them in employment and labor litigation.

Prior to joining the university, Mr. Gick worked as an associate attorney and law clerk in the Albuquerque office of Jackson Lewis P.C.; Cuidando Los Ninos, Inc., where he worked as a community outreach specialist; and the Albuquerque Hispano Chamber of Commerce, where he was contracted to teach workforce Spanish to the Bernalillo County Library System.

Mr. Gick holds a Juris Doctorate from the University of New Mexico School of Law, where he was the recipient of the Richard O. Gonzales Labor and Employment Law Scholarship for the 2007-2008 academic year. In addition, he earned a Master's Degree in Latin American Studies and a Bachelor's Degree in History, both from UNM.



Stephen Curtice – Associate | Youtz & Valdez

Stephen Curtice graduated first in his class from the University of New Mexico School of Law in 2001, where he was the Citations editor for the Natural Resources Journal, and where he received the Rudolph Schwarc Scholarship in Labor Law. After clerking for Justice Pamela Minzner of the New Mexico Supreme Court, he worked for a year in the Appellate Court branch of the National Labor Relations Board in Washington, D.C. Missing New Mexico, he returned to clerk for the Justice Edward L. Chávez of the New Mexico Supreme Court. Since that time, apart from a brief six-year detour into water law, he has worked for Youtz & Valdez, P.C., in Albuquerque, where he represents public and private sector labor unions and plaintiffs in wage and hour cases. In Spring of 2011 he

taught the labor law class at UNM School of Law as an adjunct professor. He served on the Board of the Employment and Labor Law Section of the State Bar from 2014-2016, and again beginning in 2019. He was the President of that Section in 2015. In 2017, he was appointed to serve on the Rules of Civil Procedure for the District Courts Committee, and currently serves on its successor Committee.



Danny Jarrett – Office Managing Principal | Jackson Lewis

Danny W. Jarrett is the Office Managing Principal of the Albuquerque, New Mexico office of Jackson Lewis P.C. Mr. Jarrett is a New Mexico native and a 1996 graduate of the University of New Mexico School of Law where he served as a staff editor of The New Mexico Law Review. He received a Bachelor of Science in Biology from the University of New Mexico in 1989, which he attended as the recipient of a Presidential Scholarship.

Mr. Jarrett has been named Southwest Super Lawyer every year since 2009 and has been ranked in Chambers and Partners USA Guide to Lawyers every year since 2010. He is listed in Best Lawyers in America. Mr. Jarrett is also AV Rated (Preeminent) by Martindale-Hubbell. Mr. Jarrett has been certified as a specialist in labor and employment law by the New Mexico Supreme Court's Board of Legal Specialization since August of 2008. Mr. Jarrett's legal practice focuses on counseling and representing employers, government entities and Native American tribal organizations regarding labor and employment disputes.

His experience involves Title VII and Title IX of the Civil Rights Act, the ADA, the FLSA, the FMLA and Davis-Bacon Act wage issues. He has successfully represented clients before the NLRB, the EEOC, and in state and federal courts. He has negotiated many collective bargaining agreements, on behalf of management, with various unions, including the International Brotherhood of Electrical Workers, the Operating Engineers and the Teamsters.

He is active in the leadership of the American Bar Association's Forum on Construction and served as the chair of the labor and employment division of the Forum. He also serves as a contributing editor to national treatises on the Fair Labor Standards Act and the Family and Medical Leave Act. Mr. Jarrett is a member of the Board of Directors, Executive Committee, and the former chair of the board New Mexico Association of Commerce and Industry. Mr. Jarrett is also a current member of the University of New Mexico School of Law Alumni Board.

Ryan Randall – Director of Employee & Labor Relations | University of New Mexico Hospital

Ryan is the Director of Employee & Labor Relations at University of New Mexico Hospitals, where he has worked since 2007. He serves as the Hospital's chief spokesman in union negotiations, handles final step union grievances and arbitrations, and manages the department responsible for employee disciplines, workplace investigations, EEOC charge responses, FMLA and ADA administration, and updating employment policies.

Prior to joining the Hospital, Ryan was in private practice for over nine years with a law firm specializing in representing employers in labor and employment matters. He was recognized as a specialist in employment and labor law by the NM Board of Legal Specialization from 2005 – 2010.

Ryan served as Chairman of the City of Albuquerque Personnel Board from 2010 – 2014. He is a 2012 Leadership Albuquerque graduate. He is a Certified Labor Relations Professional by the National Public Employer Labor Relations Association. Ryan is a graduate of Tulane Law School and New Mexico State University.



Dr. Martha Burk - National Gender Pay Equity Consultant

Dr. Martha Burk is a political psychologist and women's issues expert specializing in gender pay equity, and co-founder of the Center for Advancement of Public Policy, a research and policy analysis organization in Washington, D.C. She serves as the Money Editor for Ms magazine, and she is a syndicated newspaper columnist and front-page blogger for Huffington Post and the Center for American Progress. From 2012-2015 she produced and hosted her national public radio show Equal Time with Martha Burk. Her latest book, *Your Voice, Your Vote: The Savvy Woman's Guide to Power, Politics, and the Change We Need* is a Ms magazine book selection. Her work has been published in major U.S. newspapers and she has appeared on all major television networks in the United States.

From 2000-2005 Dr. Burk served as Chair of the National Council of Women's Organizations a network of over 200 national women's groups collectively representing ten million women. In that capacity she led the campaign to open Augusta National Golf Club to women, and she remains at the forefront of change for women in corporate America. She crafted the first-in-the-nation gender pay equity initiative at the state level in New Mexico in 2010 as a senior advisor to then-Governor Bill Richardson, and continues to advise business organizations and government entities at all levels on gender pay equity.

Burk is a frequent speaker on women's issues, civil society, and women's leadership. She is an active contributor to the Journalism and Women Symposium, and is a contributing speaker to SheSource, a Project of the Women's Media Center. Burk holds a Ph.D. in psychology from the University of Texas at Arlington. Her background includes experience as a university research director, management professor, and advisor to both non-government organizations (NGOs) and political campaigns and organizations.

Dr. Burk has served on the Commission for Responsive Democracy, the Advisory Committee of Americans for Workplace Fairness, the Sex Equity Caucus of the National Association for the Education of Young Children, and the board of directors of the National Committee on Pay Equity. She has also served as an advisory board member to several other national organizations, including the U.S. Committee for UNIFEM, and Women for World Peace, a project of the Twenty First Century Foundation, and the PAX World Fund.

She resides in Corrales, New Mexico with her husband, Ralph Estes. Her two sons and five grandchildren live in Texas.



Pamela Herndon – CEO | KWH Law Center for Social Justice and Change

Pamela Herndon is a graduate of the Howard University School of Business and the University Texas School of Law. She is a former General Counsel and Deputy Cabinet Secretary for the New Mexico Regulation and Licensing and the General Services Departments, respectively. Prior to joining state government, Pamela served as a senior trial attorney for the Department of Treasury, IRS. She served seven years as the successful executive director of a women's nonprofit law center where she was instrumental in rising awareness of, and finding solutions for, issues affecting the health and welfare of women. Pamela now serves as the Chief Executive Officer of KWH Law Center for Social Justice and Change, a nonprofit organization focused on filling gaps in legal services and advocating for low income families in the South and Southwest. Economic security, fair pay and the well-being of children are high priorities at her new organization. Pamela is licensed to practice law in the states of New Mexico and Colorado, and as a certified public accountant in the state of Texas.

Pamela serves as a member of the Board of Directors of US Eagle Federal Credit Union where she helped establish the Junior Board of Directors with a goal of helping high school and college students learn about serving on a board of directors and how to make sound financial decisions that will support their communities. She currently serves as the President of the New Mexico Black Caucus, 1st Vice President of the Albuquerque Branch of the NAACP, and as Co-Chair of the American Bar Association's

Rights of Women Committee where her Committee received the 2017-2018 Committee of Excellence Award.

Pamelya has received several community awards including being recognized as the Public Lawyer of the Year by the Public Law Section of the State Bar, A Woman of Influence by Albuquerque Business First, Lawyer of the Year by the Albuquerque Bar Association, the Priceless Award for her work in support of women and girls in New Mexico, and she has been recognized as an Outstanding Business and Professional Woman by Iota Phi Lambda Sorority.



Jaclyn McLean – Partner |Hinkel Shanor

Jaclyn M. McLean, a Partner in the Santa Fe office of Hinkle Shanor LLP, graduated magna cum laude from the University of New Mexico Law School in 2009. While at the University of New Mexico, Ms. McLean served as an Editor for the New Mexico Law Review. Her practice is primarily devoted to employment/civil rights litigation. Ms. McLean routinely defends private employers and public entity clients in civil rights and federal and state employment litigation. Ms. McLean's practice also includes drafting personnel policies, conducting employee training, and providing advice to clients dealing with difficult employee issues.



Jeremiah Ritchie – Associate |Sheehan & Sheehan

Mr. Ritchie joined Sheehan and Sheehan in May of 2017 after serving in the office of Governor Susana Martinez for more than five years. During that time he gained broad experience with the many legal issues that face decision makers and the unique considerations of representing elected officials and governmental entities.

While working in the capitol he represented the governor in state and federal court, negotiated tribal gaming compacts on behalf of the state, and provided counsel on administrative law and rulemaking, procurement, contracts, employment and labor disputes, tribal law, gaming, and litigation involving state agencies.

Mr. Ritchie also assisted in the selection and oversight of outside counsel on a wide range of issues affecting the state's interests, where he gained an appreciation for effective legal representation through the eyes of the client.

Mr. Ritchie began his legal career in an Albuquerque civil litigation firm where he gained experience primarily in the areas of construction defect, medical malpractice, personal injury, and worker's compensation.

Mr. Ritchie graduated from the J. Reuben Clark School of Law at Brigham Young University in 2010, where he was selected as president of the Moot Court Board of Advocates and Note and Comment Editor for the Education and Law Journal. He received his bachelor's degree from the Anderson School of Management at the University of New Mexico.



Bill McCamley – Cabinet Secretary for the Department of Workforce Solutions (DWS) | State of New Mexico

While serving as Executive Director of the New Mexico Rural Development Council, Bill McCamley worked with small communities across the state on job creation, education, and housing projects. As Doña Ana County Commissioner he achieved major accomplishments in the areas of job economic development, ethics reform, and health care.

McCamley served three terms as a Las Cruces-area state representative. He was chairman of the House Labor and Economic Development Committee, where he oversaw progress on critical issues such as wage theft and increasing the minimum wage. He's known as a leader in the pursuit of job creation activities, including workforce training, border trade, and cannabis legalization. In addition, he pushed successfully for increased and improved Science and Math education in public schools, was part of the team that pushed for and made marriage equality legal for all New Mexicans, and defended our immigrants as members of our community that deserve to be treated respectfully.

He spent three years working with ROJO INK, a Las Cruces based clothing and promotional items company that fed hungry children in Haiti and Africa. He also sold solar panels for Sunspot Solar Energy, another local, small business that saved money for local residents and fought climate change.

Bill is a graduate of both Mayfield High School and New Mexico State University, where he earned a degree in government. McCamley graduated from the John F. Kennedy School of Government at Harvard University with a Master's Degree in Public Policy in 2003.